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From creative imagination to deployment and commercialization

Aramco develops game changing technology in Drilling and Workover

By Scott Baldauf

This story is part of an occasional series on Aramco technologies that are being commercialized by Aramco's licensing arm, Saudi Aramco Technologies Company.

Ever on the lookout for innovative ways to make its drilling operations more efficient, Drilling and Workover has recently developed a safer, cost-effective alternative method for cleaning out oil and gas wells after drilling.

The genius behind "JumpStart" is the way that it solves a long-standing challenge faced by drilling operations worldwide. After an oil or gas well is drilled, it is necessary to flow back any fluids used in treatment of the well. Traditional flow back and clean out operations using nitrogen via coil tubing are costly, require a large equipment footprint, and introduce safety and logistics risks and can often take up as much as 20% of the time it takes to drill the well. Elimination of the use of rig and improvement in time efficiency mean significant cost savings in the drilling project.

JumpStart's patent pending method temporarily deploys a fully retrievable through tubing electric submersible pump (ESP) system that pumps out the produced fluids, reducing the time required for flow back by up to 50%, compared with conventional coiled tubing/nitrogen lift clean outs.

"This concept will yield significant profits from international deployment and demonstrates Aramco's position as a leader in oil and gas technology innovation," said Khalifah M. Al Amri, manager of the Drilling Technical Department. "There are a number of major benefits for the company and the Kingdom. It will demonstrate Aramco's technology leadership in the global energy industry. It will accelerate well delivery and rig time savings. It will enhance safety and logistical challenges. And it will create a new business model for enhancing our competitive advantage through new oil field technologies."

Suliman M. Azzouni demonstrates a fully retrievable through tubing electric submersible pump (ESP) system that was developed and patented by Aramco, and is now being commercialized.

> "This concept will yield significant profits from international deployment and demonstrates Aramco's position as a leader in oil and gas technology innovation."
> — Khalifah M. Al Amri

The biggest challenge

Ali M. Assiri, acting manager for the Exploration and Oil Drilling Engineering Department, said that the biggest challenge JumpStart had to meet was applying the new solution to offshore drilling operations.

"Offshore rigs spend a long time flowing back drilled wells, which is costly and impacts annual well delivery, and most of our newly drilled platforms are not connected to a gas-oil separation plant, which would normally facilitate the well cleanup and flow back process," Assiri said.

According to Assiri, JumpStart not only met his expectations, but it also handles the produced fluids while following Aramco's strict zero discharge policy. It also manages to conduct its operations within the confines of the limited deck space and restricted tank capacities of offshore rigs, avoiding the need for support vessels.

One of many innovations

Suliman M. Azzouni, supervisor for Drilling and Workover Engineering, is co-inventor of JumpStart with then acting chief drilling engineer Najeeb I. Abdulrahman. Azzouni said that JumpStart is just one example of the many innovations that D&WO creates to improve normal field operations.

"Our position of advantage is the frequency of solutions we come up with as part of our regular work in the field," Azzouni said. "Today, we are capturing those solutions and protecting those ideas through the patent process, and commercializing those ideas both for our own operations and for the industry as a whole."

D&WO's patent pending technology is licensed to AccessESP, a Houston based manufacturer of rig less ESP systems and is being commercialized as JumpStart™ flow back and well clean up service, for worldwide deployment in offshore and onshore wells.

Abbas Al-Ghamdi, CEO of Saudi Aramco Technologies Company, commented, "We are delighted to have established this important collaboration with AccessESP. The ability to use a slick line retrievable downhole pump to remove heavyweight kill fluid prior to production significantly reduces rig time and risk. The additional benefits of carbon emissions reduction and cost savings promise to improve well economics for many high-value wells worldwide. We have great faith in AccessESP in the successful commercialization of JumpStart."

For more information about this technology and related license agreement, please reach out to Dr. Subashini Asokan, Head of Licensing, Saudi Aramco Technologies Company at *subashini.asokan@aramco.com*.

Your voice

Happiness is not a mystical force

By Wael A. Atarji
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Finding happiness after over a year in almost a continuous state of worry and fear might seem difficult. Many studies have shown how mental illness has increased through the pandemic.

We often think of our happiness as a mystical force, the truth is that happiness is not as random as we might think. There are many reasons why people can't seem to experience the joy of the moment. A significant factor is the lack of knowledge on the mechanism of how our happy chemicals work. We have four (4) happy chemicals; dopamine, serotonin, endorphin, and oxytocin. When we feel happy, we are experiencing one or a combination of those four chemicals.

It's in your hands

Dopamine is the driving chemical for pleasure, known as the molecule of more. It helps us move and carry on toward our goals to stay motivated, creating a need for more goals, achievements, etc. It gets triggered every time we are craving or seeking something. Dopamine represents a desire like improving performance and receiving bonuses, and a loss of it, is a symptom of depression. Alternatively, the abundance of dopamine is when we get obsessed about something or reach the extreme version of it like an addiction. The key is in finding a balance in the pursuit instead of an overindulgence.

On the other hand, serotonin is a chemical that acts as a mood stabilizer. It promotes the feeling of well-being, satisfaction, pride and status. That is why employees aim to improve their career path and positions. It also helps with sleeping, eating, and digestion. When we experience serotonin, we feel more focused, proud, happier, and calmer. But having too little serotonin may lead to depression, anxiety, or obsessive-compulsive disorder. Serotonin can be triggered by reward and recognition, completing a major project or task. It can also be caused by exposure to sun in the early morning, proper sleep, and certain food like salmon.

Endorphins deals with stress and act as a morphine which is an opiate pain reliever. It can also cause a feeling of euphoria and reduces the feelings of pain. This helps us to continue working regardless of stress or injury. Just talking with friends as embodied in Saudi Aramco critical value of people conversation, enjoying a dark chocolate, or watching your favorite TV shows can raise endorphin.

Known as the "love hormone," oxytocin plays a crucial role in social bonding, reproduction, and childbirth. It triggers and modulates physical functions and emotions such as happiness, attraction, love, affection, and empathy. It promotes social behaviors and emotional responses contributing to trust, relaxation, and psychological stability.

Explore the triggers

While balance is key, the awareness of how our brain works is the first step toward having a happier, more fulfilling life. So, I invite you to further explore those triggers and live your best life. As stated by Anna Lembke in her book Dopamine Nation: "I urge you to find a way to immerse yourself fully in the life that you've been given. "

Your Voice reflects the thoughts and opinions of the writer, and not necessarily those of the publication.

National Maritime Academy celebrates first batch of graduates

This week the National Maritime Academy (NMA) celebrated the graduation of 47 students representing the first batch of its students in Associate Diploma in Deck Seafaring and Associate Diploma in Mechanical Seafaring (Machinery Department) disciplines.

The ceremony was organized by the Academy at its headquarters in Jubail under the patronage of HE Dr. Ahmed bin Fahd Al-Fuhaid, the governor of the Technical and Vocational Training Corporation, and in the presence of members of the Academy's Board of Trustees, and representatives of companies sponsoring the students.

Fahad M. Al Abdul Kareem, the Chairman of the Board of Trustees of NMA, said: "In the Academy, we are aware of our national role in supporting the Kingdom's Vision. This will contribute to elevating the level of national growth in one of the most significant and meaningful development areas. We anticipate that the boom, which the maritime services sector is currently witnessing, will contribute into the creation of a number of direct and indirect job opportunities for Saudi youth over the long run, and the Academy's role will be developed and expanded to implement positive transformation insights.

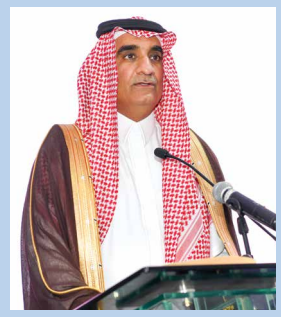
"At NMA, we strive to become a world-leading training centre in the Kingdom's maritime sector by providing top-quality training programmes in accordance with the standards of accredited international certification that meet the requirements of the maritime sector in the Kingdom."

NMA has been keen on adopting the highest standards and principles to foster communication and cooperation between the components of the maritime services sector including different companies and organizations.

Graduates of the Academy will have direct job opportunities with the sponsoring companies of the Academy's programmes.

The Academy's programmes have been accredited by the Transport General Authority and the United Kingdom Border Force. In addition, the programmes were academically accredited by the Technical and Vocational Training Corporation, Colleges of Excellence, and a number of related maritime companies.

The NMA was established following a strategic partnership between Saudi Aramco, the Technical and Vocational Training Corporation, and their partners, under a Memorandum of Understanding signed between both parties and their partners regarding the establishment and operation of the Academy in December 2016.



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>
> — Fahad M. Al Abdul Kareem

Maximizing hydrogen's potential

GPCA conference: Reflecting on the potential of hydrogen to deliver sustainable, efficient and affordable energy at scale

By Mike Ives

At the Gulf Petrochemicals and Chemicals Association held on December 7, vice president of Chemicals and leader of Aramco's Low Carbon Hydrogen Business, Olivier Thorel spoke to Aramco's capability in hydrogen.

Setting out the global context, Thorel noted that clean hydrogen has been gaining significant traction across the world and has been identified as a key solution to achieve carbon neutrality.

Thorel said that to maximize hydrogen's potential, certain aspects need to be addressed, including:

- The potential of low Carbon hydrogen in decarbonizing industry value chains;
- The necessary conditions to drive the business case for low carbon hydrogen;
- The Challenges associated with the full deployment of low carbon hydrogen in terms of regulations, technology and infrastructure requirements.

Reflecting on the potential of hydrogen to deliver sustainable, efficient and affordable energy at scale, Thorel said: "We've been producing hydrogen and using it in our refineries for decades and we have a well-established supply network throughout the Kingdom. Now we want to be a leading player in the new global hydrogen economy. We see huge potential in low-carbon hydrogen, particularly its role in decarbonizing the hardest-to-abate sectors such as power, heavy industries, and heavy-duty transport," he said.

"We have several natural advantages: a vast resource base; a low-cost position; a track record of engineering megaprojects; and the lowest upstream carbon intensity of any major oil producer."

Thorel went onto note that Aramco has already gained experience through a 2020 pilot project, where the company produced 40 tons of blue ammonia and shipped it to partners in Japan for use in low-emission power generation. This project demonstrated that hydrogen - in the form of low-carbon ammonia - could be transported safely and competitively to any market in the world.

However, Thorel noted that building a new market virtually from scratch is not an undertaking for any one company. Instead, strategic collaborations are required across the hydrogen value chain.

"We're ready and eager to work with customers and partners to realize the full decarbonization potential of hydrogen, in a world where many nations and private enterprises have pledged to reach net-zero emissions by mid-century," he said.

Thorel went on to highlight that there are many potential applications for low-carbon hydrogen and ammonia, including in Aramco's own business. These include a potential source of low-emission power generation. Appropriately deployed at scale, low-carbon ammonia could be a source of baseload power.

"This will be vital as more renewables are integrated into power grids."

"Low-carbon hydrogen can also help decarbonize segments of the transport market that are hard to electrify, such as heavy duty vehicles, shipping – and perhaps even aviation. In a carbon-constrained world it could also help power the most energy-intensive industries like glass, steel and cement," Thorel said.

Thorel also highlighted the fact that low-carbon hydrogen generates a potentially valuable by-product, such as the CO_2 captured during the hydrogen production process. This can either be reused, for example, in enhanced oil recovery, or chemically recycled into other materials such as CO_2-cured cement.

"Not only does this permanently trap carbon and prevents it from being emitted into the environment, in the lab we found that it cuts curing time by 75%," he said.

> We see huge potential in low-carbon hydrogen, particularly its role in decarbonizing the hardest-to-abate sectors such as power, heavy industries, and heavy-duty transport.
>
> — Olivier Thorel

Any company that wants to be a serious hydrogen player needs to have three basic elements: the natural resources; the technology and knowhow; and the networks and commercial partnerships.

"Aramco has all three," he said.

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Refining | Decades of greenhouse gas mitigation in our operational DNA

by Janet Pinheiro

Jazan — Oil's remarkable versatility shines when it is introduced to the processing intricacies of refining.

Without refining, oil is of mediocre use for modern human lives.

Refining transforms oil into thousands of useful products, from engine fuels to a variety of household items.

Breaking molecular chains

After Aramco hydrocarbons leave the oil field, gas is separated, and the oil is stabilized for delivery to local and joint venture refineries for processing, as well as to terminals for export.

Each refinery is configured differently, and their complexity determines the range of products produced.

Yet, when standing within a refinery, all seem like a giant science lab for manufacturing.

Hydrocarbons — with many different shapes, lengths, weights, and boiling points, are separated from each other according to their molecular chain lengths, and/or types.

Using either natural gravity, heating, cooling, pressure and catalysts, oil refineries crack complex hydrocarbon molecules into simpler and lighter molecules, used to produce premium and high quality products. After the cracking process, some molecules are attached again.

Leading environmental thinking

Aramco's newly built full conversion Jazan Refinery Complex in the southwest of Saudi Arabia alongside the Red Sea, is currently in final commissioning, and refining at half its full capacity of 400,000 barrels per day.

From an offshore mooring, the Jazan Refinery Complex receives stabilized Arabian Medium crude oil from the northern oil fields.

The 17-km² strives to maximize the hydrocarbon's value through production of multiple byproducts within the same facility.

At its simplest, refining oil requires heat and water, and Jazan refinery's crude distillation unit prepares stabilized Arabian Heavy and Medium crude oil from the Kingdom's northern oil fields for multiple refining processes by using heat to fractionate the oil into liquefied petroleum gas, naphtha, kerosene, diesel, vacuum gas oil, and vacuum residue.

After sulfur is removed from the naphtha, a continuous catalytic reformer increases its octane rating for use as premium clean fuels, or premium benzene and paraxylene. Sulfur is also removed from both kerosene and diesel to produce cleaner burning fuels.

Molecular chains of the heavier fractions are then cracked down in a hydrocracker to produce more valuable premium products, making the most out of every hydrocarbon.

Refinery plus gas and power

However, smart planning means Jazan refining is far from simple — the refinery is also a gas and power plant, plus it produces petrochemicals.

A green wire fence runs discreetly across the complex's southern side, separating the refinery from an integrated gasification combined cycle plant (IGCC), one of the world's largest, and housing a sizable power plant, air separation unit, associated utilities, and what is noted as top technology.

Vacuum residue, oil left at the bottom of the vacuum distillation column, is piped under the fence to the IGCC's gasification unit, where heat is used to release more gas from the ever-generous hydrocarbons.

In the IGCC, vacuum residue is converted to raw syngas by its complete thermal breakdown into combustible gas in the presence of oxygen and steam — called gasification. This raw syngas, further treated within the IGCC, provides clean syngas to a 3.8 GW five-block combined cycle power plant, producing electricity for both the refinery and the national grid.

Characteristic to multi-producing Jazan, the power plant's 10 gas and five steam turbines also generate steam for the refinery.

Fewer molecular miles

In addition to the standard refined products of fuel gas, gasoline, and diesel, customers have a lot to choose from at Jazan's one-stop shop approach: cleaner burning fuels meeting Euro V specs; vanadium and nickel from the dry ash, sulfur, and petrochemical products benzene and paraxylene.

Jazan is the company's first wholly owned in-Kingdom refinery to produce petrochemicals from naphtha, cutting it into benzene and paraxylene for further outside processing.

Petrochemical manufacturing within the Kingdom directly reduces the imported volumes of raw materials.

Mesmerizing seawater flow

Processing oil, and generating electricity, requires water, and in Saudi Arabia, a land of no permanent rivers and sparse rainfall, desalination is the region's lifeblood.

Jazan's natural rhythm is the adjacent Red Sea, whose cool breezes and teeming seawaters flow in and out of the complex through specially constructed river-like channels, and within nonmetallic pipes, stream into a 43,200 m3/d reverse osmosis desalination plant inside the IGCC, fed by a combination of seawater and treated wastewater.

Reflective of Jazan's commitment to zero waste, the demineralized water goes for a myriad of uses: boiler feed water, fire water, cooling the power plant, producing steam for refining and other processes, and more.

Operator Abdulmohsen O. Dawshi joined Jazan in 2017, after gaining experience at Yanbu' refinery and training for 18 months at an Aramco industrial training facility, said, "As a diver, my relationship to the sea is deep and I am proud to work in this plant."

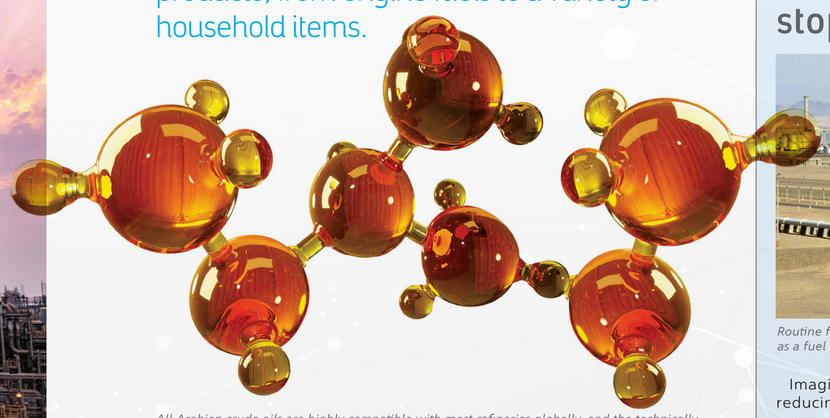
"Clean production of hydrocarbons is important for the business, the local community, and the planet," says the west coast local.

A web of front-line barriers and filters prevents marine life from entering the complex through the seawater inlet channel, and the desalination plant's cooling system ensures a return of waters to the Red Sea.

Not only are the waters treated and returned to a safe temperature by the plant, but a 2.4-km undersea pipe takes the outflow water to a man-made basin into cooler deeper waters, for ultimate temperature mixing with the surrounding waters.

At Jazan, the refinery's vacuum residue is converted to syngas, which is used to power a 3.8 GW five-block combined cycle power plant producing electricity for both the refinery and the national grid, and generating steam for the refinery.

Refining transforms oil into thousands of useful products, from engine fuels to a variety of household items.



All Arabian crude oils are highly compatible with most refineries globally, and the technically advanced capability of Aramco's own refineries, and those owned through affiliates, enables higher value oil extraction, and greater yields of high margin downstream products, when compared to less complex refineries.

Operator Abdulmohsen O. Dawshi drives one of the Jazan Refinery Complex's electric utility vehicles inside the integrated gasification combined cycle plant's power block unit. The EVs, used by Jazan since 2019 can safely go where light vehicles are too big. The electric vehicle takes 6-8 hours to charge, and lasts about 12 hours.

Innovative thinking stopping flaring

Routine flaring is significantly reduced at Yanbu' by diverting recovered ethane to be used as a fuel gas in boilers.

Imaginative engineering is reducing emissions, saving energy, and more, at Yanbu NGL Fractionation plant.

Natural gas liquids (NGL) produced by gas plants is fed to fractionating plants, where ethane is separated out, and the remaining NGL is fractionated into ethane, propane, butane, and natural gasoline.

At Yanbu', NGL is received through a 1,170-km pipeline from the Shedgum gas plant.

Any excess ethane at Yanbu' is stored in liquid form inside an ethane tank for later use.

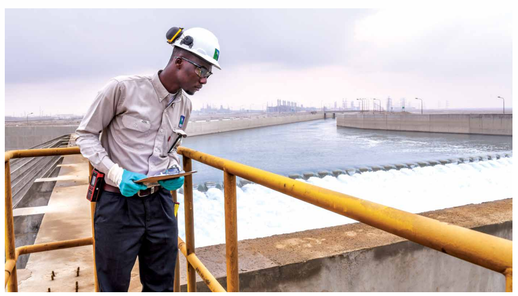
Vapor pressure building up from liquid ethane requires flaring for safety reasons.

Yanbu' NGL engineers came up with an idea to not only stop this waste of resource and reduce greenhouse gas emissions compared with flaring operations, but to also use the vapor.

Instead of a typical flare gas recovery system, which requires a gas compressor, the creative Yanbu' team decided to route the ethane vapor to be used as fuel for the utility plant boilers.

The innovative thinking achieved many benefits: reducing emissions compared to flaring, not wasting resources, and lowering cost.

Oil refineries convert oil's hidden mysteries into finished hydrocarbon products, and the constant flow of the Red Sea through inlet and outlet channels at Jazan reminds workers of the importance of protecting the natural environment from harm.



New student center opens in Manchester to help Aramco-sponsored students

U.K. facility was established to provide maximum support to all company-sponsored students

Aramco recently inaugurated a new student center in Manchester designed to support the large student population as well as academic staff, maximizing opportunities for collaboration.

Faisal Al-Hajji, Aramco's executive director of HR, was visiting the U.K. to speak to Aramco students and spoke at the inauguration of the center, which was established to provide maximum support to all company-sponsored students.

"I see this center as a place for students to speak more frequently with advisors, expand upon their academic pursuits, and where possible, collaborate with one another," said Al-Hajji. "I cannot emphasize enough the importance of being proactive and making the most of such spaces, as well as the wealth of expertise your academic staff can share with you."

The receptions in Manchester and London featured recognition of academic top performers and panel discussions with Aramco Europe's management alongside Al-Hajji.

"We are preparing for the future of work, and subject areas such as artificial intelligence and machine learning have become a critical focus. Many new technologies, like robotics, are being used and the energy landscape is changing, as is how we operate at Aramco,",said Al-Hajji.

He also spoke of upgrades to infrastructure and employee reskilling, which will see future generations enter an even more dynamic company. An enhanced focus on diversity and inclusion was also mentioned, acknowledging that over a third of new company hires for the year were women.

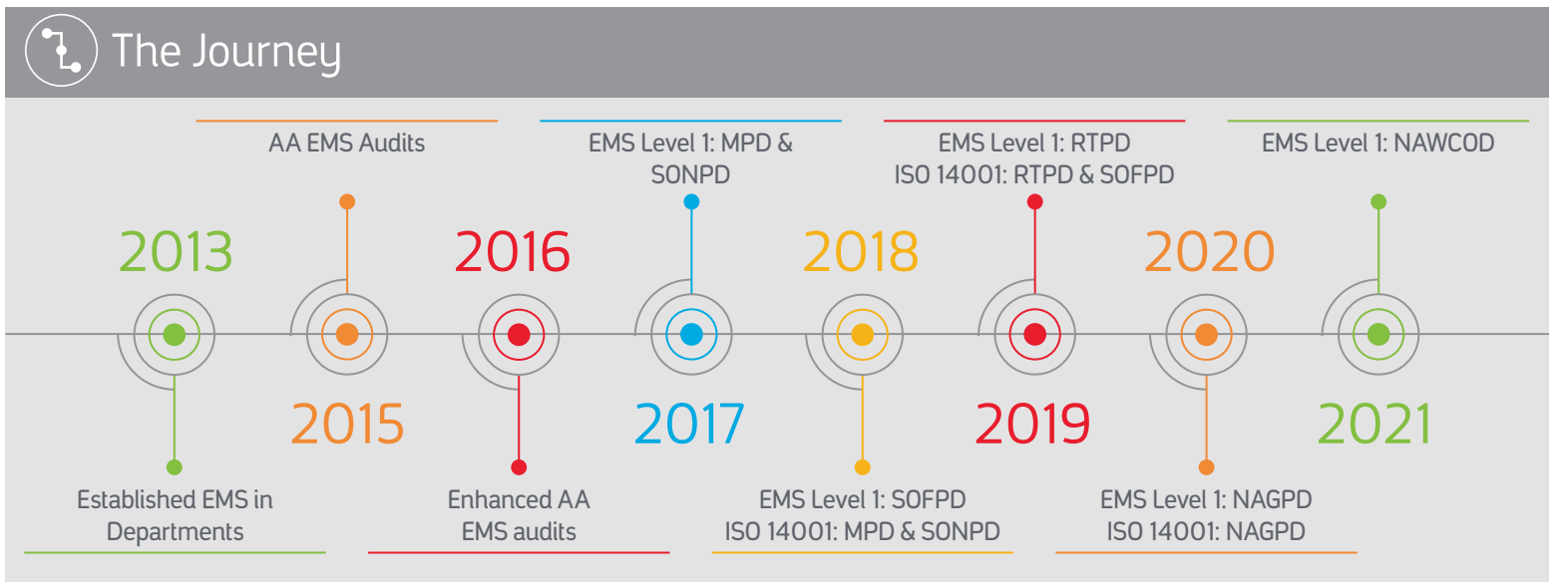
"Aramco is a leader in the oil and gas sector but at the same time it is investing in the new sources of energy like blue ammonia and hydrogen. The company is going through a lot of change and going forward, change will only be possible through future employees such as yourselves," added Ahmed M. Alkhunaini, head of Aramco Europe.

In addition to technology and flexibility, the panel discussions covered a series of current events, particularly climate change and COP26, which was held in the nearby city of Glasgow.

Faisal A. Al-Hajji addresses students at the second student gathering in London on Nov. 12.

NAOO's journey to environmental excellence

By Adai Onazi



While the race to protect the environment has taken center stage of global discussions and policies, Northern Area Oil Operations (NAOO) proactively embarked on bold, decisive environmental improvement actions to ensure long-term sustainable environmental excellence. Today, NAOO proudly leads the company as the first Administrative Area to achieve Environmental Management System (EMS) Compliance Level 1.

Environmental Stewardship is one of NAOO's seven key focus areas, that strives to achieve sustainable development by eliminating carbon footprints and protecting the ecosystem. In line with this objective, NAOO established a structured multidisciplinary team from across NAOO, Upstream Business Line and Environmental Protection under the banner "Northern Area Focused Environmental Ambassadors," to implement strategic environmental initiatives.

EMS journey

NAOO's EMS compliance journey started back in 2013 with the establishment of the departments' specific EMS programs. NAOO begun to reap the benefits of its strategic initiatives in 2017 with the Manifa Producing Department (MPD) and the Safaniyah Onshore Producing Department (SONPD) becoming the first departments in NAOO to achieve EMS level 1 compliance, then MPD and SONPD in 2018 pushed the boundary further to achieve ISO 14001 certification, while SOFPD achieved EMS level 1.

On biodiversity initiatives and carbon offsetting programs, NAOO established a fish hatchery project in Abu Ali, expected to produce 4-million fingerlings per year for up to four different species simultaneously. These fingerlings will be released into the Arabian Gulf to boost the local fish stocks. Furthermore, NAOO reconstructed the Tanajib sanctuary and created a natural habitat for dhubs, which were rescued from construction sites. An increase of up to 100 dhubs have been projected in the Safaniyah Area in the next 3 years. Moreover, to protect and promote native conservatory areas in the Safaniyah area, NAOO initiated a project to install a 35-km long fence starting from the Manifa coastal sanctuaries, all the way to the Safaniyah plants.

In an effort to offset the carbon footprint, as part of the Corporate 1-million Trees Plantation initiative, NAOO completed the plantation of 96,500 native trees five years ahead of plan; and similarly, in parallel with the Upstream's continuous efforts on climate change, NAOO planted 2-million mangroves all at once on Abu Ali Island, Berri Field, which is expected to offset 48,000 tCO2e/year. Furthermore, in collaboration with Saudi Aramco Environmental Protection, NAOO targeted 24 million mangroves for plantation by 2024, and 80 million by 2030 in various locations.

Success enablers

Other emission abatement efforts include leak detection and repairs, where NAOO led the company in the program's implementation for the fourth consecutive year and fuel gas recovery system installations, resulting in routine flaring emission reduction across NAOO facilities.

SPARK recognized as first industrial city to receive *Mostadam* GOLD certification

The King Salman Energy Park (SPARK) has been recognized for being the first industrial city to receive Mostadam Gold certification. In an event hosted by the Ministry of Municipal Rural Affairs and Housing, and attended by HRH the Minister of Energy Prince Abdulaziz bin Salman Al Saud, HE the Minister of Municipal Rural Affairs & Housing Majed bin Abdullah Al-Hogail, and Abdulkarim A. Al Ghamdi, vice president of Project Management, who represented Aramco.

Mostadam is a regionally recognized green building certification system, which verifies that buildings are designed to improve performance across key sustainability metrics such as energy savings, water efficiency, carbon dioxide emissions reduction, improved indoor environmental quality, stewardship of resources, and sensitivity to their impact.

SPARK is the first industrial city with mixed use development to be certified under the Mostadam rating system for its design under Communities Design and Construction with a gold rating. Initiated by Aramco, this new city differentiates itself from the existing in-Kingdom industrial cities by employing a unique value proposition and creating a world-class sustainable ecosystem.

The Mostadam certification strengthens SPARK's ability to support future tenants and investors on their own journey toward certification of their own facilities, as part of a fully integrated energy community. It also affirms the city's integrated sustainability practices, which are at the heart of the community's planning.

HRH Prince Abdulaziz bin Salman Al Saud and HE Majed bin Abdullah Al-Hogail, present the Mostadam certification to Abdulkarim A. Al Ghamdi.

Empowering all | To mark International Day of People with Disabilities, Aramco reaffirms its commitment to the empowerment and well-being of employees living with disabilities

By Eamonn Houston

Aramco's Diversity and Inclusion Division has held a virtual event to explore further empowering people with disabilities in the workplace to mark the International Day of People with Disabilities (PwD).

The event aimed to raise awareness of PwD in business and in the community and featured keynote speakers and panelists, experts in the field.

Opening the platform for discussion, Nabeel A. Al-Jama', senior vice president of HR & Corporate Services, said that diversity and inclusion will contribute to a "stronger and more resilient Aramco".

"Disability is on our Board's agenda, he said, "and we continually assess our performance against the targets set out in our comprehensive diversity and inclusion strategy.

realizing potential

"Simply put, to be the best at what we do, we must empower everyone in our company to perform to their full potential. And to stay the best, we must recruit from the broadest possible range of talent. No one should be put off from applying for a job here because they happen to be living with a disability," according to Al-Jama'.

Keynote speakers at the event included Dr. Hisham Bin Mohammed Alhaidary, CEO of the Authority for Persons with Disabilities, motivational speaker,

Anwar Alnassar, former general supervisor at the Special Education Department at the Ministry of Education, and Waleed Fatani, CEO of Savola.

Panelists included Diane Lightfoot, CEO of the Business Disability Forum (BDF), and Dr. Ola Abusukkar, executive director of the King Salman Center for Disability Research (KSDR).

Some 300 of Aramco's Community Services facilities have received the government-championed Mowa'amah accreditation.

The initiative is designed for organizations that seek to make their physical working environments more supportive for people living with disabilities.

Some of the Aramco facilities have received the top gold or silver Mowa'amah awards.

Opening the doors leading to meaningful career development and progression is also important to the company, according to Al-Jama'.

access to opportunities

"That means ensuring equitable access to opportunities to grow and succeed, intensifying recruitment efforts, improving our policies, creating impactful networks, developing careers, and ultimately, promoting leaders."

Al-Jama' also pointed to Dhahran's Ajyal ACCEL Center as an example of Aramco's commitment to young Saudis living with disabilities.

> "Our people are our most precious resource. Just as we maximize the value of every drop of oil, we must unleash the full potential of every person who works at Aramco. Disability should not be a barrier to success."
>
> — Nabeel A. Al-Jama'

It provides educational, behavioral, therapeutic and vocational programs to individuals withdisabilities, to give them the necessary skills to learn to work and live successfully with dignity and independence.

The center was opened in September 2019 by ACCEL International and Aramco.

"Our people are our most precious resource. Just as we maximize the value of every drop of oil, we must unleash the full potential of every person who works at Aramco. Disability should not be a barrier to success," said Al-Jama'.

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the arabian sun

Empowering all ...
Aramco reaffirms its commitment to the empowerment and well-being of employees living with disabilities

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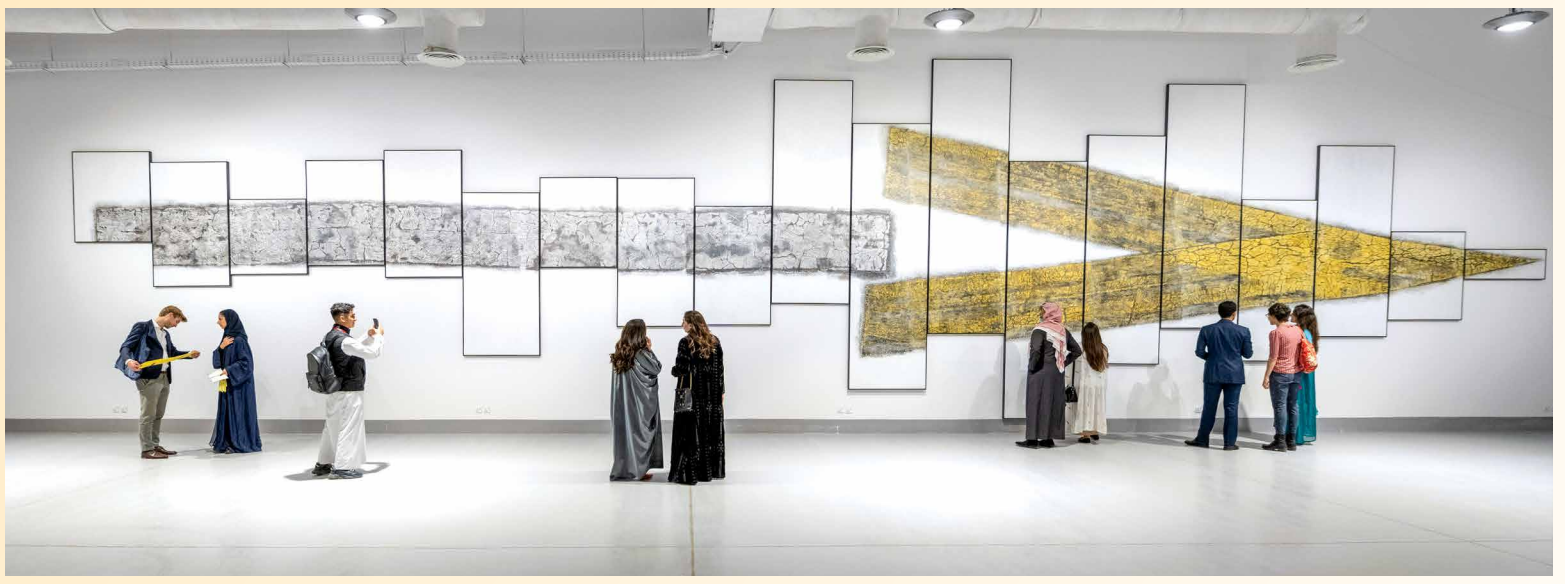
Ithra unveils Nadia Kaabi-Linke's Ithra Art Prize-winning piece at the inaugural edition of the Diriyah Contemporary Art Biennale



The King Abdulaziz Center for World Culture (known as Ithra) is excited to unveil Nadia Kaabi-Linke's *E Pluribus Unum – A Modern Fossil*, the winning artwork of the 4th edition of the Ithra Art Prize, at the inaugural Diriyah Contemporary Art Biennale on December 11. One of the most significant art prizes in the Arab world, Kaabi-Linke received a USD$100,000 grant to bring her proposal to life.

E Pluribus Unum – A Modern Fossil takes a reflective look at one of the effects of the pandemic, which continues to impact commercial air travel and highlights questions about how humanity measures progress. The monumental work consists of 19 canvases depicting the cracks in a sign bearing an arrow, a symbol associated with the aviation industry and with economic growth and has us reflect on our priorities.

Igniting cultural curiosity

"Ithra's goal is to ignite cultural curiosity, stimulate knowledge exploration and inspire creativity, while encouraging the development of original content across several creative fields, with an emphasis on the arts," said Head of Ithra Museum, Farah Abushullaih. "Ithra's Museum works to bridge the past with the present, and the present with the future, all the while engaging with world cultures and honoring Saudi Arabia's rich heritage and cultural history," she said, adding: "The Ithra Art Prize is proof of this commitment to support and develop the creative landscape in the Kingdom and beyond. We are delighted to share Kaabi-Linke's winning artwork with the world for the first time, and proud to be able to expose talent from the Arab world on an international platform."

Kaabi-Linke, a Tunisian-Ukrainian conceptual artist based in Berlin, said: "The Ithra Art Prize empowered me to get over boundaries in a way I never thought possible to date," said Nadia Kaabi-Linke. Nadia continue by saying, "In the end, I can say that I have produced one of my most complex and detailed paintings in about two months, but different from previous works, this piece is almost 20 meters long. This unique experience was as challenging as rewarding in the end. Thank you, Ithra Art Prize, for bringing this project to life. I know it is in the best hands now."

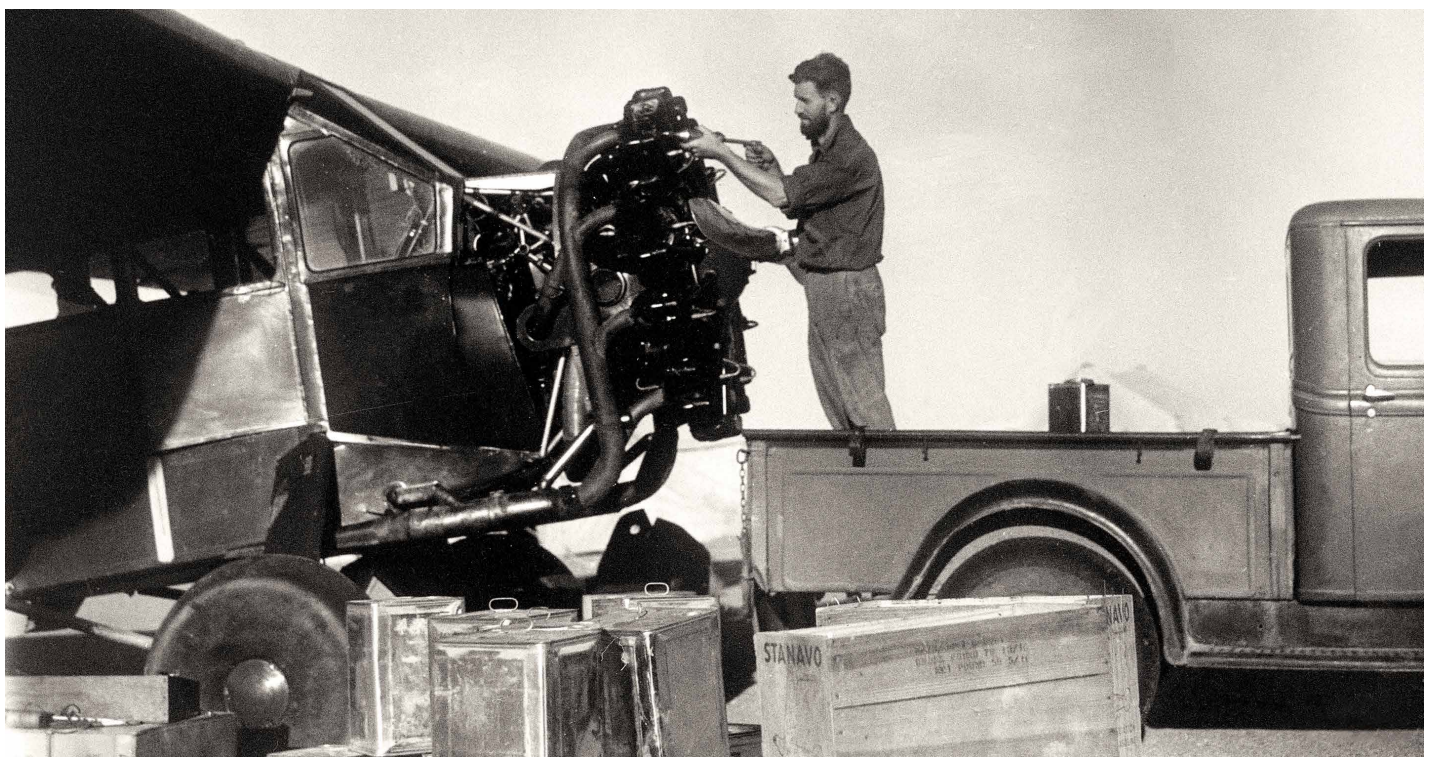
Winning artwork

Kaabe-Linke studied fine arts in Tunis and holds a PhD from the Sorbonne in Paris. She grew up in Tunis, Kyiv, Dubai and Paris, and has exhibited widely in several renowned global art institutions, including at New York's Museum of Modern Art and the Centre Pompidou in Paris. *E Pluribus Unum – A Modern Fossil* will join Ithra's prestigious permanent collection.

Her winning artwork, *E Pluribus Unum – A Modern Fossil*, takes a reflective look at one of the effects of the pandemic, the decline in commercial air traffic, which raises questions about how humanity measures progress and economic growth.

The Ithra Art Prize was originated as a competition for Saudi and Saudi-based contemporary artists. This is the first year the competition opened up to artists from 22 Arab countries and presented at the Kingdom's first biennale, Diriyah Contemporary Art Biennale organized by Diriyah Biennale Foundation. Ayman Zedani (*Mēem*, 2018), Daniah Al Saleh (*Sawtam*, 2019) and Fahad bin Naif (*Rakhm*, 2020) previously won the prize.

The Ithra Art Prize winning work is displayed at the Diriyah Contemporary Art Biennale, which runs until March 11, 2022. For more information on Ithra and its programs, visit *www.ithra.com*.



Photographic memory

Standard Oil of California's (Socal) acquisition of the Fairchild 71 airplane in March 1934 dramatically increased the speed at which survey information could be acquired. The plane had a hole in the bottom of the fuselage and a removable window for taking photographs. It was equipped with 36X18 tires and an extra gas tank that reduced seating capacity to four but increased its range to 350 miles. Information gathered from using the airplane eventually led to the mapping and drilling of the Dammam Dome that would result in Well Number 7. (Photo by Richard C. "Dick" Kerr)